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Holly Area Schools, Holly Education Association approve new three-year contract

Agreement demonstrates district's continued investment in teachers dedicated to success of all Bronchos

HOLLY, MI — **Holly Area Schools** and the **Holly Education Association** are proud to announce a new three-year collective bargaining agreement between the school district and teacher union, demonstrating the district's continued investment in its dedicated and highly respected teachers who help prepare all Bronchos for success.

The Holly Area Schools Board of Education voted unanimously to approve the contract at its Monday, Sept. 8, regular meeting.

The new agreement reflects a shared mission to retain and attract high-quality educators to Holly Area Schools by offering competitive compensation and benefits. The new, three-year contract includes:

- **Average 4%** wage increase in the first year
- **2.75%** increases in both the second and third years
- **Continued 14-step salary schedule**, ensuring predictable professional growth for teaching staff
- **Robust maternity and paternity leave benefit**, highlighting the district's continued dedication to the well-being of employees and family-friendly policies

In addition to base salary improvements, the agreement provides significant financial increases for teacher assignments that support extracurricular, athletic, and academic programs.

Teachers will also receive enhanced compensation for teaching independent study courses, split-grade classes, or covering a course during their conference period. The increased compensation represents the district's recognition of the additional time these activities require.

"We are extremely proud of this agreement and what it represents for our Broncho students, families and educators," said **Scott Roper**, Holly Area Schools superintendent. "We have incredibly talented teachers, and we want to do everything we can to retain them while also making Holly a destination for new talent and families. This agreement reflects our ongoing commitment to investing in our staff and the success of our students — and there's never been a better time to be a Broncho, whether you're a student, parent, or employee."

"This contract is the result of collaboration, compromise, and shared priorities," said **Matt Parker**, Holly Education Association president. "It provides meaningful improvements for our educators and acknowledges the hard work and passion they bring into our classrooms every day. We look forward to continuing our strong partnership with the district and building on the progress we've made."

The compensation improvements place Holly Area Schools at or above regional teacher salary levels, making the district more competitive in attracting top-tier educators while rewarding the professional educators already serving our students.

This contract ratification comes during a time of exciting growth and community investment for Holly Area Schools. In recent years, the district has celebrated several community supported bond project milestones, including the opening of a new state-of-the-art [Construction Trades Center](#) and [renovated Holly Stadium](#) in fall 2024. Most recently, the district proudly opened its [brand-new Holly Middle School](#) at the start of the 2025–2026 school year, reinforcing its commitment to safe, modern, and future-ready learning environments that help prepare Broncos for bright futures.

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